

Whereas from 1992 to 1997, men's athletic operating budgets increased by 139 percent while women's athletic operating budgets increased by only 89 percent;

Whereas compliance with title IX does not require schools to eliminate men's sports teams, nor does title IX impose strict quotas; and

Whereas all the Federal courts of appeals that have considered the constitutionality of title IX have upheld the regulations and requirements issued under title IX: Now, therefore, be it

*Resolved*, That the Senate—

(1) reaffirms its commitment—

(A) to ending all discrimination against women and girls in elementary, secondary, and higher education; and

(B) to equal opportunities for women and girls in athletics;

(2) recognizes the continued importance of title IX in providing needed protections for women and girls;

(3) expresses its concern that rolling back title IX regulations and compliance requirements may jeopardize the extraordinary progress of women and girls athletes; and

(4) requests that the President maintain the integrity of title IX by rejecting any attempts to weaken current regulations and interpretations.

Mr. BIDEN. Mr. President, this afternoon the President's Commission on Opportunity in Athletics recommended changes to Title IX. While the changes they proposed are not as sweeping as feared, by a tie vote they included in their report a provision that could weaken current compliance requirements for women and girls in sports. While I commend the Commission for rejecting some of the more radical changes considered, I would implore President Bush and Secretary Paige to reject the notion of making any changes that diminish the protections of Title IX, including the so called "50-50" compliance provision.

As you know Title IX has had an enormous influence on all aspects of education, but particularly in the realm of women's and girls' sports. Since enactment the number of female college athletes has increased nearly five fold from fewer than 32,000 prior to enactment to over 150,000 today. At the high school level almost 3 million girls are playing competitive sports today compared to fewer than 300,000 prior to passage. But this isn't just about the numbers. Girls who participate in sports are less likely to take drugs, drink alcohol, smoke or become pregnant than their non-participating peers. They are also more likely to graduate. Through their participation in sports, women and girls are provided opportunities for leadership, teamwork and competition, gain a more positive body image, and are accorded contact with adult role models in their communities. And yet, even with gains and achievements, more needs to be done.

In Division I schools women represent 53 percent of the student body, but receive only 43 percent of the total athlete scholarship dollars, 32 percent of the recruiting dollars and 36 percent of the operational budgets. And for every dollar at a Division I school spent on women's sports, almost two dollars are spent on men's sports.

We've come a long way, but we should not turn the clock back now. I

submit today a resolution that not only recognizes the importance of Title IX and a continued need for Title IX protections, but also calls on the Administration to reject any changes weakening current regulations and interpretations of this very important law.

#### AUTHORITY FOR COMMITTEES TO MEET

##### COMMITTEE ON ARMED SERVICES

Mr. STEVENS. Mr. President, I ask unanimous consent that the committee on Armed Services be authorized to meet during the session of the Senate on Thursday, January 30, 2003, at 9:30 a.m., in open session to consider the nominations of the Honorable Paul McHale to be Assistant Secretary of Defense for homeland defense and Mr. Christopher Ryan Henry to be Deputy under Secretary of Defense for Policy.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON BANKING, HOUSING, AND URBAN AFFAIRS

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Banking, Housing, and Urban Affairs be authorized to meet during the session of the Senate on Thursday, January 30, 2003, at 10 a.m. to conduct an Executive Session for the purpose of approving the committee budget and the committee rules.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON COMMERCE, SCIENCE, AND TRANSPORTATION

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Commerce, Science, and Transportation be authorized to meet on Thursday, January 30, 2003, at 9:30 a.m. on pending committee business. Then, immediately following, a full committee hearing on Media Ownership: Radio.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON FINANCE

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Finance be authorized to meet during the session of the Senate on Thursday, January 30, 2003, at 10:00 a.m., to hear testimony on U.S. Borders: Safe or Sieve?

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON FINANCE

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Finance be authorized to meet in open Executive Session during the session of the Senate on Thursday, January 30, 2003, at a time to be determined, to Report out the Nomination of John W. Snow to be Secretary of the United States Treasury.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON FOREIGN RELATIONS

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Foreign Relations be authorized to meet during the session of the

Senate on 30, January 2003, at 10:00 a.m., to hold a hearing on The January 27 UNMOVIC and IAEA Reports to the UN Security Council on Inspections in Iraq.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON HEALTH, EDUCATION, LABOR, AND PENSIONS

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on Health, Education, Labor, and Pensions be authorized to meet for a hearing on The Smallpox Vaccination Plan: Challenges and Next Steps during the session of the Senate on Thursday, January 30, 2003, at 10:00 a.m. in SD-430.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### COMMITTEE ON THE JUDICIARY

Mr. STEVENS. Mr. President, I ask unanimous consent that the Committee on the Judiciary be authorized to meet to conduct a markup on Thursday, January 30, 2003 at 9:30 a.m. in Dirksen Room 226.

##### TENTATIVE AGENDA

I. Nominations: Miguel Estrada to be a U.S. Circuit Court Judge for the D.C. circuit.

II. Bills: S. 151, PROTECT Act [Hatch/Leahy]; S. 153, Identity Theft Penalty Enhancement Act [Feinstein/Kyl/Grassley/Sessions]; S. 205, Iraqi Scientists Immigration Act of 2003 [Biden/Lugar/Specter/Hatch/Leahy].

III. Committee Resolution Honoring Beryl Howell.

The PRESIDING OFFICER. Without objection, it is so ordered.

##### SPECIAL COMMITTEE ON AGING

Mr. STEVENS. Mr. President, I ask unanimous consent that the Special Committee on Aging be authorized to meet on Thursday, January 30, 2003 from 2:30 p.m.-3:00 p.m. in Dirksen 430 for the purpose of conducting an organizational meeting.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### EXECUTIVE SESSION

#### EXECUTIVE CALENDAR

Mr. FRIST. Mr. President, I ask unanimous consent that the Senate proceed to executive session to consider the following nominations: Nos. 20, 24, 25, 26, 27, and all nominations on the Secretary's desk.

I further ask unanimous consent that the nominations be confirmed, the motions to reconsider be laid upon the table, the President be immediately notified of the Senate's actions, and any statements relating to the nominations be printed in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

The nominations were considered and confirmed as follows:

##### DEPARTMENT OF THE TREASURY

John W. Snow, of Virginia, to be Secretary of the Treasury.

## AIR FORCE

The following Air National Guard of the United States officer for appointment in the Reserve of the Air Force to the grade indicated under title 10, U.S.C., section 12203:

*To be major general*

Brig. Gen. William J. Lutz, 0000

The following named officer for appointment in the United States Air Force to the grade indicated under title 10, U.S.C., section 624:

*To be brigadier general*

Col. Jarris J. Sanborn, 0000

## ARMY

The following named officer for appointment in the United States Army to the grade indicated while assigned to a position of importance and responsibility under title 10, U.S.C., section 601:

*To be lieutenant general*

Maj. Gen. Thomas F. Metz, 0000

## NAVY

The following named officer for appointment in the United States Navy to the grade indicated while assigned to a position of importance and responsibility under title 10, U.S.C., section 601:

*To be vice admiral*

Rear Adm. Albert T. Church, III, 0000

NOMINATIONS PLACED ON THE SECRETARY'S  
DESK

## AIR FORCE

PN176 Air Force nominations (21) beginning FRANK W. \* ALLARA, JR., and ending GLYNIS D. \* WALLACE, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN177 Air Force nominations (39) beginning NANCY M. ACAMPADO, and ending JAMES H. YAO, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN178 Air Force nominations (123) beginning GREGORY A. \* ABRAHAMIAN, and ending GREGORY B. \* YORK, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN179 Air Force nominations (337) beginning SAMEH G. ABUERREISH, and ending MICHELLE K. ZIMMERMAN, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN180 Air Force nominations (53) beginning JAMES L. \* AGLER, JR., and ending BEVERLY A. WOODS, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN183 Air Force nominations (61) beginning LAURA S. \* BARCHICK, and ending DONALD E. \* WITMYER, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN184 Air Force nominations (62) beginning WAYNE H. ALBRIGHT, and ending MICHAEL J. WILLIAMS, which nominations were received by the Senate and appeared in the Congressional Record of January 13, 2003

PN201 Air Force nomination of Richard L. Sargent, which was received by the Senate and appeared in the Congressional Record of January 15, 2003

PN202 Air Force nomination of Richard L. Neel, which was received by the Senate and appeared in the Congressional Record of January 15, 2003

PN203 Air Force nomination of Joel C. Carlson, which was received by the Senate and appeared in the Congressional Record of January 15, 2003

PN204 Air Force nomination of Scott C. Paul, which was received by the Senate and

appeared in the Congressional Record of January 15, 2003

PN205 Air Force nomination of Steven E. Ritter, which was received by the Senate and appeared in the Congressional Record of January 15, 2003

PN206 Air Force nominations (2) beginning MICHAEL L. A. HOLLAND, and ending PARIMAL R. \* PATEL, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN157 Air Force nomination of Anthony E. Musella, Jr., which was received by the Senate and appeared in the Congressional Record of January 9, 2003

PN158 Air Force nomination of Steven B. Wallis, which was received by the Senate and appeared in the Congressional Record of January 9, 2003

PN159 Air Force nominations (4) beginning SARA M. DEVINE, and ending MICHAEL H. QUINN, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN160 Air Force nominations (4) beginning JAMES F. BARBER, and ending DONALD G. SMITH, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN161 Air Force nominations (2) beginning JOSEPH M. KOROLUK, and ending RICKY J. THOMPSON, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN162 Air Force nominations (8) beginning PATRICK W. BEHAN, and ending JAMIE L. SAIVES, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN163 Air Force nominations (6) beginning HOSSAM E. AHMED, and ending BRETT W. PERKINS, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN164 Air Force nominations (13) beginning ROBERT A. BAZYLAK, and ending MARK S. SMYCZYNSKI, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN165 Air Force nominations (23) beginning DEBORAH L. ASPLING, and ending CANDACE W. WOODHAM, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN166 Air Force nominations (156) beginning ANDREW A. AKELMAN, and ending STEVEN ZEBICH, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN167 Air Force nominations (10) beginning MICHAEL L. BELL, and ending GLENN L. SPITZER, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN168 Air Force nominations (35) beginning ROOSEVELT ALLEN, JR., and ending ARJEN L. VANDEVOORDE, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN169 Air Force nominations (83) beginning PETER A. BAUER, and ending CHRISTOPHER M. ZAHN, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN170 Air Force nomination of RONALD D. HARRIS, which was received by the Senate and appeared in the Congressional Record of January 9, 2003

PN224 Air Force nomination of DAVID G. YOUNG, III, which was received by the Senate and appeared in the Congressional Record of January 16, 2003

PN225 Air Force nominations (2) beginning EDWARD D. PETERSON, and ending WILLIAM M. ZIEGLER, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN226 Air Force nominations (2) beginning BENEDICT N. ANTONECCHIA, and ending THOMAS S. TUCKER, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN227 Air Force nominations (2) beginning BRITTA A. ANDERSON, and ending DEBORAH C. MESSEAR, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN228 Air Force nominations (7) beginning LEWIS A. BRANDES, and ending CHARLES A. WALDEN, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN230 Air Force nominations (17) beginning WALTER S. \*ADAMS, and ending GEORGE T. \*YOUSTRA, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN231 Air Force nominations (51) beginning MICHAEL ALUKER, and ending SCOTT A. ZAKALUZYNY, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN251 Air Force nomination of Margaret C. Gram, which was received by the Senate and appeared in the Congressional Record of January 21, 2003

PN252 Air Force nomination of James V. English, which was received by the Senate and appeared in the Congressional Record of January 21, 2003

PN253 Air Force nominations (6) beginning JAMES C. BALSERAK, and ending MARTIN E. SELLEBERG, which nominations were received by the Senate and appeared in the Congressional Record of January 21, 2003

PN254 Air Force nomination of Timothy H. Lewis, which was received by the Senate and appeared in the Congressional Record of January 21, 2003

PN255 Air Force nomination of Howard S. Loller, which was received by the Senate and appeared in the Congressional Record of January 21, 2003

## ARMY

PN207 Army nominations (28) beginning SALLYE J. ALLGOOD, and ending YVONNE L. TUCKERHARRIS, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN209 Army nominations (6) beginning LEONARD I. CANCIO, and ending KATHLEEN S. ZURAWEL, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN212 Army nominations (6) beginning KATHLEEN W. CARR, and ending ROBERT G. WEBB, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN213 Army nominations (3) beginning KENNETH T. GAREAU, and ending PAOLA M. OFLAHERTY, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN214 Army nominations (2) beginning OLIN O. OEDEKOVEN, and ending MATTHEW D. URBANEK, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003

PN171 Army nominations (20) beginning WILLIAM T. BARTO, and ending BRADLEY P. STAI, which nominations were received by the Senate and appeared in the Congressional Record of January 9, 2003

PN232 Army nominations (23) beginning PAUL A. BAKER, and ending FRANK E. ZIEMKIEWICZ, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN233 Army nominations (35) beginning MICHAEL P. BOEHMAN, and ending SCOTT F. YOUNG, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003

PN234 Army nominations (55) beginning WHITE A\* BAXTER, and ending JENNIFER S\* ZUCKER, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN256 Army nomination of John F. Neptune, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

PN257 Army nomination of Charles E. Swallow, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

PN258 Army nomination of Wayne C. Hollenbaugh, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

PN259 Army nomination of Joseph T. Hughes, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

PN260 Army nomination of Gregory T. Bramblett, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

PN261 Army nomination of Allen C. Whitford, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

#### MARINE CORPS

PN215 Marine Corps nomination of John A. Manning, which was received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN216 Marine Corps nomination of Michael E. Rodgers, which was received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN217 Marine Corps nomination of Samuel S. Scialabba, which was received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN218 Marine Corps nominations (200) beginning DANIEL W. ALEXANDER, and ending JAN-HENDRICK C. ZURLIPPE, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN235 Marine Corps nomination of Larry A. Dickey, which was received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN236 Marine Corps nominations (651) beginning HARALD AAGAARD, and ending ROBERT C ZYLA, which nominations were received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN241 Marine Corps nomination of Daniel P. Hudson, which was received by the Senate and appeared in the Congressional Record of January 21, 2003.

#### NAVY

PN219 Navy nominations (4) beginning FREDERICK J. ADAMS, III, and ending ANDREA G. NASHOLD, which nominations were received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN220 Navy nomination of Ian G. McLeod, which was received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN221 Navy nomination of Michael S. Moeller, which was received by the Senate and appeared in the Congressional Record of January 15, 2003.

PN237 Navy nomination of Eric W. Herbert, which was received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN238 Navy nomination of Jay R. Frohne, which was received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN239 Navy nomination of Adrian D. Talbot, which was received by the Senate and appeared in the Congressional Record of January 16, 2003.

PN240 Navy nomination of Evangeline D. Smith, which was received by the Senate and appeared in the Congressional Record of January 16, 2003.

#### NOMINATION OF JOHN SNOW

Mr. GRASSLEY. Mr. President, this morning the Senate Finance Committee completed our first piece of business for the 108th Congress. The business before the committee today was the nomination of John Snow to be Treasury Secretary. It is the matter that we should process as a full body today. The Treasury Secretary is, after the Vice President, perhaps the most important position in the President's Cabinet.

As I said at the nomination hearing 2 days ago, the Finance Committee has a bipartisan tradition of acting expeditiously on this nomination. The reason is the importance of this nomination in the Nation's economic policymaking. The evidence of this tradition can be gleaned from committee records. Let's take a look at the recent history. For the period covering the first Bush administration, the Clinton administration, and this Bush administration, this committee has kept the position of Treasury Secretary filled in a virtually seamless manner.

Let me emphasize that. For this first time in recent history, we have a significant vacancy in the Treasury Department. There has now been a gap in service. That gap needs to be closed. As long as that vacancy remains, our markets wonder, our global trading partners speculate, and the President is denied his principal economic policymaker.

All Finance Committee Democrats and Republicans, past and present, should be proud of our record in recent history. It should surprise no one that the committee has taken this responsibility seriously. Whether we have divided government, or if one party controls the Congress and the administration, it does not matter. Much of the committee's policy is tied to the Treasury Department. It is a relationship that has a history of seriousness, productivity, and gravity. We all have an interest in filling this important position.

I thank my ranking member and friend, Senator BAUCUS, for his assistance. I also thank my Finance Committee colleagues for their cooperation.

Fortunately, over the same almost 15-year period, the full Senate has reflected the Finance Committee's seriousness on this important nomination. Again, over that period, under divided government or one party control, we as 100 Senators, have not permitted a significant vacancy to occur in this critical position. Some of my colleagues will recall Secretary O'Neill's nomination. Senator HELMS, who some on the other side called "Senator No," had an issue important in his State regarding the Africa free trade bill. Senator HELMS recognized the critical nature of the Treasury Secretary's position and

allowed the nomination to move forward expeditiously.

Why does this office matter so much? Well, let's take a look at the job description on the Treasury Web site. I quote:

The Secretary of the Treasury is responsible for formulating and recommending domestic and international financial, economic, and tax policy, participating in the formulation of broad fiscal policies that have general significance for the economy and managing the public debt. The Treasury Secretary oversees the activities of the Treasury Department in carrying out his major law enforcement responsibilities; in serving as the financial agent of the U.S. Government; and in manufacturing coins and currency.

The chief financial officer of the Government, the Secretary of the Treasury serves on the President's National Economic Council. He is also Chairman of the Boards and Managing Trustee of the Social Security and Medicare Trust Funds, Chairman of the Thrift Depositor Protection Oversight Board, and serves as U.S. Governor of the International Monetary Fund, the International Bank for Reconstruction and Development, the Inter-American Development Bank, the African Development Bank, and the European Bank for Reconstruction and Development.

So, Mr. President, who has an interest in filling the gap I referred to earlier? The answer is: (i) any American with an interest in economic growth, (ii) any American senior receiving Social Security or Medicare, (iii) any holders of thrift deposits, (iv) any investor holding a Treasury bond and (v) any worker or management person with an international business. That is just for starters.

This is not just any Cabinet position. The Treasury Department is the oldest Department and it is no accident that the Treasury Department is next door to the White House. These important responsibilities are the reason the Senate has not dilly-dallied on this nomination. I thank my colleagues for their cooperation in the confirmation of John Snow as Treasury Secretary.

Mr. BAUCUS. Mr. President, earlier today the Finance Committee approved the nomination of John Snow as the next Secretary of the Treasury. I thank my colleagues for this support of the confirmation of Mr. Snow.

The confirmation process is never easy. Nor should it be, as it is part of the constitutional advice and consent function to review of the nominee's experience, qualifications and suitability to serve in the position to which he or she has been nominated.

The Senate Finance Committee asked Mr. Snow hundreds of questions over a period of weeks. We sought his views on tax policy, prescription drugs, and budget deficits. We asked about matters involving corporate governance and executive compensation. He has responded to all of our questions.

The American people are anxious about the flagging economy and the prospect of war. With the future uncertain, it is important for our country to have a Treasury Secretary in place to help tackle the difficult challenges

ahead. The President has selected a man who is well qualified.

I remain concerned about how we handle the upcoming debates about the budget, taxes and healthcare. We need to get to work. But we need to work together, in a bipartisan fashion, to address these important issues. I am committed to working with the administration to try to find common ground. The new Secretary shares this commitment. I look forward to working with him.

Mr. ALLEN. Mr. President, I rise today in support of John Snow, a proven leader with a reputation of a winner, and President Bush's nominee for U.S. Treasury Secretary.

John Snow is someone I know well and a proud resident of the Commonwealth of Virginia. In nominating John Snow, President Bush has brilliantly chosen the best person in America for the vital position of Secretary of the Treasury. There are few Americans with the knowledge of diverse U.S. and international economies—manufacturing, mining, automobile, electric, agriculture—trade, transportation modes—rail, ports, barges—and hands-on track record of creating jobs that John has developed over the last three decades. John Snow is a man of positive action and the right person to help President Bush create greater job opportunities for all Americans. He will be a respected and articulate leader for the principles of trusting people and free enterprise to do what they do best—create new and better jobs.

His prior service in Federal Government helps him as well. John Snow understands how government operates and how government can help or hinder job growth.

I have known John and Carolyn Snow for many years, and have relied on John's insight, experience and wisdom often over those years. While I served as Governor of Virginia, John gave extensively of his time to help us shape a plan that successfully revived Virginia's economy and resulted in the creation of a record number of new jobs. He continues to be a trusted adviser on economic and transportation issues.

When John came to Richmond in the early 1980s, the city was still suffering the lingering consequences of the past, and a very contentious period in the 1970s. Richmond had just elected its first African-American mayor. During this time, John stepped forward to help bridge the gap between the past and the future. He was a founding member of Richmond Renaissance, an organization dedicated to promoting racial equality in downtown Richmond. He was appointed by the new mayor to the city of Richmond school board. He became a member of the board of Virginia Union, a historically black college in Richmond.

He is a Renaissance man—educated in law and economics at the University of Virginia, government and business, and a professor. A Renaissance man

who can convincingly and reasonably articulate the need for positive action.

John Snow has been successful in business because he knows that a growing economy is one that enables every working man and woman to have an opportunity to benefit from their hard work, their creativity and their ingenuity.

With his confirmation, all of America will soon come to trust and rely on John Snow's considerable knowledge and experience as I and so many grateful Virginians have over the years.

#### UNANIMOUS CONSENT AGREEMENT—EXECUTIVE CALENDAR

Mr. FRIST. Mr. President, I further ask unanimous consent that at 10 a.m. on Tuesday, February 4, the Senate proceed to executive session for the consideration of Calendar No. 21, the nomination of Miguel Estrada to the U.S. Circuit Court for the DC Circuit.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### LEGISLATIVE SESSION

Mr. FRIST. Mr. President, I ask unanimous consent that the Senate return to legislative session.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### AUTHORIZING SALARY ADJUSTMENTS FOR JUSTICES AND JUDGES

Mr. FRIST. Mr. President, I ask unanimous consent that the Senate proceed to the immediate consideration of Calendar No. 2, H.R. 16.

The PRESIDING OFFICER. The clerk will state the bill by title.

The legislative clerk read as follows:

A bill (H.R. 16) to authorize salary adjustments for Justices and judges of the United States for fiscal year 2003.

There being no objection, the Senate proceeded to consider the bill.

Mr. FRIST. Mr. President, I ask unanimous consent that the bill be read the third time and passed, the motion to reconsider be laid upon the table, and that any statements relating to the bill be printed in the RECORD.

The PRESIDING OFFICER. Without objection, it is so ordered.

#### SALARY ADJUSTMENTS FOR JUSTICES AND JUDGES

Mr. FRIST. Mr. President, I ask unanimous consent that the Governmental Affairs Committee be discharged from further consideration of S. 101, and that the Senate proceed to its immediate consideration.

The PRESIDING OFFICER. Without objection, it is so ordered.

The clerk will report the bill by title.

The legislative clerk read as follows:

A bill (S. 101) to authorize salary adjustments for Justices and judges of the United States for fiscal year 2003.

There being no objection, the Senate proceeded to consider the bill.

Mr. HATCH. Mr. President, I rise to address the serious matter of pay inequity in the Federal judiciary.

As things stand now, nearly every Federal employee will receive a cost of living adjustment during 2003—every employee, that is, except Federal judges. This is because of a legislative prescription that requires Congress to authorize raises in the salaries of Federal judges. Although this COLA of roughly 3 percent may seem small and inconsequential, it makes a significant difference in light of the fact that Federal judges earn far less than many, if not most, of their counterparts in the private sector.

In his 2002 year-end report, Supreme Court Chief Justice William Rehnquist highlighted his concern that salaries of Federal judges have not kept pace with those of lawyers in private firms and in business. He observed, "Inadequate compensation seriously compromises the judicial independence fostered by life tenure. That low salaries might force judges to return to the private sector rather than stay on the bench risks affecting judicial performance—instead of serving for life, those judges would serve the terms their finances would allow, and they would worry about what awaits them when they return to the private sector." The Chief Justice lamented, "Unless the 108th Congress acts, judges will not even receive the cost-of-living adjustment that nearly every other Federal employee will receive during 2003." He concluded by urging Congress and the President to "take up this issue early in the new year."

Today, Mr. President, the Senate is passing a bill that will allow Federal judges to receive the COLA that other Federal employees are already slated to receive this year. Although the larger issue of minimizing the gap between Federal judicial salaries and private sector salaries still remains, this small step will resolve the salary inequity between Federal judges and other Federal employees. I thank my colleagues for joining Senator LEAHY and me in supporting this bipartisan measure.

Mr. LEAHY. Mr. President, I am pleased that the Senate is taking up and passing both the Senate and House versions of legislation to authorize salary adjustments for Justices and judges of the United States for fiscal year 2003.

Here in the Senate, Senator HATCH and I were joined by Senator DEWINE and Senator SPECTER to cosponsor legislation to authorize an increase in the salaries of Justices and judges of the United States for the present fiscal year. House Judiciary Chairman SENBRENNER was joined by that committee's ranking Democratic member, Congressman CONYERS, and others to introduce identical legislation.

As a member of both the Senate Judiciary Committee and the Appropriations Subcommittee on Commerce,